

Birmingham VA Medical Center  
Pharmacy Practice Residency Program  
Recommendation Request

**TO BE COMPLETED BY APPLICANT:**

Name of Applicant: \_\_\_\_\_  
First Name Middle Initial Last Name

\_\_\_\_\_  
Street Address or P.O. Box

\_\_\_\_\_  
City State Zip (\_\_\_\_\_) Telephone

\_\_\_\_\_ I waive my right to examine this letter of recommendation.

\_\_\_\_\_ I do not waive my right to examine this letter of recommendation.

\_\_\_\_\_  
Signature of applicant Date: \_\_\_\_\_

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**TO BE COMPLETED BY EVALUATOR:**

1. How long have you known the candidate? \_\_\_\_\_ years \_\_\_\_\_ months
2. In what capacity have you known the candidate?  
☐ Instructing ☐ Clerkship/ Preceptor ☐ Work setting ☐ Extracurricular activity  
☐ Socially ☐ Other, please specify: \_\_\_\_\_
3. How well do you know the candidate?  
☐ Very well ☐ Fairly well ☐ Not very well

Please complete the attached evaluation form and include a brief letter commenting on the applicant's personal and academic qualifications, strengths, weaknesses, and your overall thoughts as to the applicant's ability to succeed within a pharmacy practice residency.

Evaluations are a critical component to evaluating an applicant's potential for success, and we thank you for your honest appraisal.

Please mail the attached form and a letter of recommendation to:

Katherine Guillen, Pharm.D.  
Residency Program Director  
Birmingham VA Medical Center  
700 South 19<sup>th</sup> Street (119)  
Birmingham, AL 35233

Birmingham VA Medical Center Pharmacy Practice Residency Program  
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<b><i>Intelligence</i></b>	Below Average	Average	Above Average	Exceptional Intelligence	Have not observed
<b><i>Professionalism</i></b>	Rarely professional	Average	Above Average	Professional in every situation	Have not observed
<b><i>Empathy: Sensitive to the needs of others</i></b>	Blunt, lacks tact in most situations	Can be empathetic at times	Considerate of others most of the time	Has the needs of others first and foremost	Have not observed
<b><i>Motivation: A genuine desire to be a pharmacist</i></b>	Lacks motivation	Motivated by prestige or financial gain	Shows interest in being a pharmacist	Genuinely desires to be a pharmacist	Have not observed
<b><i>Ability to problem solve</i></b>	No insight to finding solution	Contributes to finding solution	Makes strong effort to find solution	Excels when the answer is difficult	Have not observed
<b><i>Responsibility</i></b>	Not at all reliable	Somewhat reliable	Reliable in most all situations	Highly responsible	Have not observed
<b><i>Communication skills: written</i></b>	Lacks mastery of basic language rules	Competent	Above Average	Exceptional writing skills	Have not observed
<b><i>Communication skills: oral</i></b>	Not articulate	Moderately articulate	Above average	Articulate, clear, fluent	Have not observed
<b><i>Character and Integrity:</i></b>	Untrustworthy	Will forgo morals for personal gain	No known flaws in character	Exemplary character, high standards	Have not observed
<b><i>Leadership ability</i></b>	Always follows	Reluctant leader; would rather follow	Takes a leadership role when asked	A natural leader	Have not observed
<b><i>Ability to work with others</i></b>	Cannot work with others	Selective; works well with friends	Able to work well with most	Diplomatic in every situation	Have not observed
<b><i>Enthusiasm</i></b>	Never displays excitement in tasks	Shows excitement in selected tasks	Excited about most tasks	Excited even about daily tasks	Have not observed
<b><i>Acceptance of feedback and instruction</i></b>	Very resistant to constructive feedback	Sometimes resistant to feedback	Accepts feedback	Seeks out feedback	Have not observed
<b><i>Flexibility</i></b>	Not able to adapt to change	Becomes overly focused on small details	Usually able to balance work and personal life	Able to balance work and personal life exceptionally	Have not observed
<b><i>Self-confidence</i></b>	Completely lacking	Occasional shaken	Resilient	Overflowing with confidence	Have not observed
<b><i>Personal Appearance</i></b>	Slovenly	Dresses Inappropriately at times	Professionally dressed most of the time	Professionally dressed at all times	Have not observed

Evaluator's Name: \_\_\_\_\_ for Applicant: \_\_\_\_\_

\_\_\_\_\_  
Signature of Evaluator

Date: \_\_\_\_\_